

Human resources: annual report

Report by the Secretariat

1. The information below represents a preview of the Organization's staffing profile as at 30 September 2008. It includes details on the following: the overall staffing situation by main location and grade, and by appointment type; distribution of staff by sex; geographical representation; age and length of service of staff, and retirement projections and distribution of the workforce across the main occupational groups. As data from the Global Management System was not fully stable at end September, the data contained in this report should be considered as provisional. The tenth human resources annual report containing complete data on the staffing profile as at 31 December 2008 will be submitted to the Sixty-Second World Health Assembly.

STAFFING PROFILE

Appointment categories

2. At 30 September 2008, WHO had a total of 5395 staff members on either fixed-term appointments of one to five years or on continuing appointments (both referred to hereafter as "long-term appointments").¹ Of these, 2065 (38.3%) were in the professional category, 428 (7.9 %) in the national professional officer category and 2902 (53.8%) in the general services category (see Table 1). The number of staff members holding long-term appointments has increased by 142 (2.7%) compared with the number reported in the annual report at 31 December 2007.²

3. In addition to staff holding long-term appointments, there were 1666 staff holding temporary appointments (see Table 2). Such staff represent 23.6% of the total staff, a figure that confirms the decreasing trend observed since 2004.

Distribution of men and women in the workforce

4. The percentage of women in the professional and higher categories has slightly increased since the last annual report as at 30 September 2007, rising to 37.9% from 37.1% (see Figure).

¹ This figure excludes staff from PAHO and IARC.

² See document WHA61/27.

5. The distribution of staff with long-term appointments by organizational location, grade and sex is shown in Table 3. It can be seen that, of the 2065 staff members on long-term appointments in the professional category, 1283 (62.1%) are men and 782 (37.9%) are women. Women outnumber men at grade P.1, and as was observed in the last annual report as at 30 September 2007¹ at grades P.2 and P.3. The proportion of women at grade P.4 is now 41.2%, while at grade P.5 it is 31.4%. At P.6/D.1 level it has risen from 20.3% to 22.1%; and at D.2 level it is now 23.1%. The proportion of women in ungraded posts has risen from 26.1% to 27.3%.

Geographical representation

6. Of the 1888 staff serving in posts counted for geographical purposes, 799 were nationals of developing countries (42.3%). Of a total of 216 appointments up to 30 September 2008, 42.5% were from developing countries.

7. As of September 2008, 101 countries were within their desirable range (including six at the top of their range of representation); 41 countries (including two Associate Members) were unrepresented, eight were underrepresented and 45 were overrepresented (see Table 4). Table 5 gives details of the status of representation of countries, by region (the data excludes staff in posts funded by the country of their nationality). The following changes have taken place since the annual report as at 30 September 2007:

- five countries that were unrepresented (Comoros, Dominica, Suriname, Tajikistan and Marshall Islands) are now within their desirable range of representation;
- one country that was underrepresented (United States of America) is now within its range of representation;
- one country that was previously overrepresented (Myanmar) is now within its range of representation;
- three countries that were previously within their range of representation (Iceland, Lithuania and Swaziland) are now unrepresented;
- seven countries that were within their range of representation (Algeria, Burundi, Mali, Pakistan, Peru, Russian Federation and Sweden) are now overrepresented.

8. Table 6 provides information on the distribution of staff in the professional and higher categories by location of assignment and region of nationality.

Age, grade, length of service and turnover of staff

9. Half the staff in the professional category (50.6%) are under 50 years of age. In the general service category, staff in their forties represent the largest age group (33.1%), whereas in the national professional officer category, staff aged 50 years or more represent the largest age group (42.1%) (see Tables 7 and 8).

¹ See documents EB122/24 Add.1 and EB122/24 Add.1 Corr.1.

10. The largest single group of staff (representing 49.8% of the workforce) has less than five years of service. The approximate average length of service is more than seven years for professional staff, five years for national professional officers and eight years for general service staff (see Table 9).

11. Table 10 provides data on staff appointments (involving staff who have taken up duty in the period up to 30 September 2008). In the case of the professional category, it shows that 85 staff members (39.4%) were recruited externally, 110 appointments (50.9%) involved conversions of existing temporary contracts, and 21 staff members (9.7%) were reassigned through interagency transfer. In the professional category, 42.5% of all appointments were women.

12. According to current projections, 14.9% of the workforce is due to retire in the next five years and 33.7% in the next 10 years (see Table 11).

Occupational groups

13. Approximately half the posts held by staff in the professional category are in the occupational group “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, 90.3% are “Medical specialists” and 1.2% are “Nursing specialists”, (this increase results from the appointment of three nurses). The second largest occupational group is that of “Administrative specialists”, which accounts for 31.1%. In that group, 16.3% of posts are held by “Computer information systems specialists”, 15.1% by “Administrative officers”, 11.9% by “Financial management specialists” and 11.6 % by “Public information specialists” (see Table 12).

ACTION BY THE EXECUTIVE BOARD

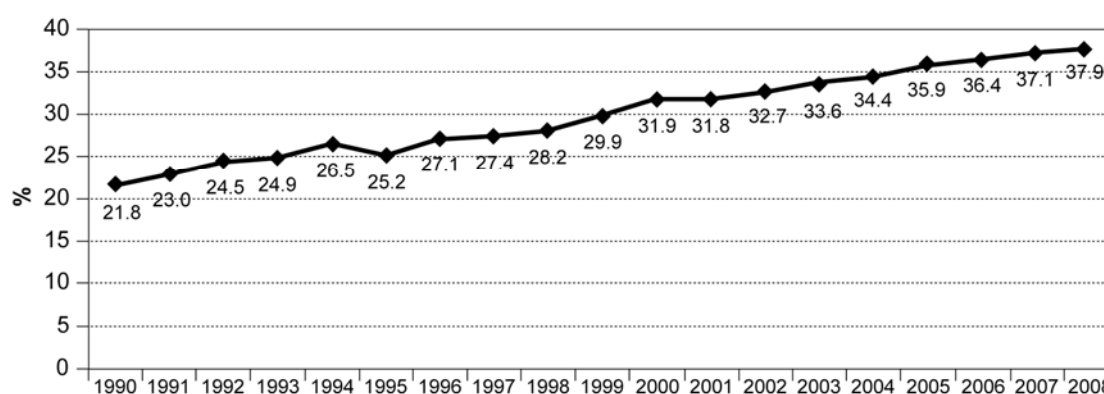
14. The Board is invited to note the report.

FIGURE AND TABLES

15. The figure and tables referred to in the preceding paragraphs are listed below for ease of reference:

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Figure. Percentage of women in the professional and higher categories, 1990–30 September 2008



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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION
AT YEAR END 2005, 2007 AND AT 30 SEPTEMBER 2008¹**

| | Staff numbers at 31 December 2005 | | | | Staff numbers at 31 December 2007 | | | | Staff numbers at 30 September 2008 | | | |
|---|-----------------------------------|------------------|--------------|--------------|-----------------------------------|------------------|--------------|--------------|------------------------------------|------------------|--------------|--------------|
| | Headquarters | Regional offices | Countries | Total | Headquarters | Regional offices | Countries | Total | Headquarters | Regional offices | Countries | Total |
| Ungraded | 13 | 6 | 0 | 19 | 18 | 6 | 0 | 24 | 16 | 6 | 0 | 22 |
| D2 | 39 | 6 | 2 | 47 | 40 | 7 | 3 | 50 | 43 | 6 | 3 | 52 |
| D1/P6 | 94 | 37 | 49 | 180 | 109 | 45 | 52 | 206 | 115 | 45 | 48 | 208 |
| P5 | 319 | 193 | 85 | 597 | 353 | 227 | 118 | 698 | 367 | 241 | 112 | 720 |
| P4 | 188 | 154 | 100 | 442 | 280 | 219 | 110 | 609 | 321 | 215 | 146 | 682 |
| P3 | 90 | 71 | 26 | 187 | 138 | 80 | 26 | 244 | 169 | 89 | 21 | 279 |
| P2 | 28 | 47 | 18 | 93 | 25 | 57 | 16 | 98 | 27 | 40 | 25 | 92 |
| P1 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 9 | 0 | 2 | 8 | 10 |
| Total professional | 771 | 514 | 280 | 1 565 | 963 | 650 | 325 | 1 938 | 1 058 | 644 | 363 | 2 065 |
| National professional officers ² | 0 | 27 | 218 | 245 | 0 | 94 | 289 | 383 | 23 | 42 | 363 | 428 |
| Total general service | 687 | 984 | 536 | 2 207 | 747 | 1 265 | 920 | 2 932 | 792 | 1 057 | 1 053 | 2 902 |
| Grand total | 1 458 | 1 525 | 1 034 | 4 017 | 1 710 | 2 009 | 1 534 | 5 253 | 1 873 | 1 743 | 1 779 | 5 395 |

¹ Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay).

² National professional officers appearing under Headquarters are located in offices outside Geneva (Addis Ababa, Kobe, Kuala Lumpur, etc.)

**TABLE 2. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
AS AT 30 SEPTEMBER 2008**

| Category | Headquarters | Africa | The Americas | South-East Asia | Europe | Eastern Mediterranean | Western Pacific | Total |
|--------------------------------|--------------|--------------|--------------|-----------------|------------|-----------------------|-----------------|--------------|
| Long-term appointments | | | | | | | | |
| Professional staff | 1 058 | 343 | 95 | 130 | 146 | 134 | 159 | 2 065 |
| National professional staff | 23 | 233 | 12 | 35 | 56 | 35 | 34 | 428 |
| General service staff | 790 | 843 | 73 | 328 | 218 | 365 | 285 | 2 902 |
| Total | 1 871 | 1 419 | 180 | 493 | 420 | 534 | 478 | 5 395 |
| Temporary appointments* | | | | | | | | |
| Professional staff | 454 | 10 | 24 | 73 | 55 | 177 | 74 | 867 |
| National professional staff | 1 | 7 | 0 | 38 | 23 | 25 | 3 | 97 |
| General service staff | 282 | 28 | 5 | 151 | 46 | 104 | 86 | 702 |
| Total | 737 | 45 | 29 | 262 | 124 | 306 | 163 | 1 666 |
| Total number of staff | 2 608 | 1 464 | 209 | 755 | 544 | 840 | 641 | 7 061 |

* Since 1 July 2008 consultant contracts are considered as non-staff contracts.

TABLE 3. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION, GRADE AND SEX AS AT 30 SEPTEMBER 2008

Professional staff

| Location | P1 | | | P2 | | | P3 | | | P4 | | | P5 | | | P6/D1 | | | D2 | | | Ungraded | | | Total | | | Percentage | |
|----------------------------|-------------|-------------|------------|-------------|-------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------------|-------------|-------------|------------|--------------|-------------|--------------|-------------|-------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F |
| Headquarters | 0 | 0 | 0 | 10 | 17 | 27 | 71 | 98 | 169 | 150 | 171 | 321 | 230 | 137 | 367 | 87 | 28 | 115 | 34 | 9 | 43 | 11 | 5 | 16 | 593 | 465 | 1 058 | 56.0 | 44.0 |
| Africa | 0 | 0 | 0 | 21 | 12 | 33 | 29 | 20 | 49 | 91 | 31 | 122 | 85 | 20 | 105 | 24 | 7 | 31 | 1 | 1 | 2 | 1 | 0 | 1 | 252 | 91 | 343 | 73.5 | 26.5 |
| The Americas | 0 | 0 | 0 | 1 | 6 | 7 | 7 | 4 | 11 | 44 | 18 | 62 | 7 | 6 | 13 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 60 | 35 | 95 | 63.2 | 36.8 |
| South-East Asia | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 5 | 7 | 24 | 7 | 31 | 51 | 19 | 70 | 15 | 4 | 19 | 1 | 1 | 2 | 1 | 0 | 1 | 94 | 36 | 130 | 72.3 | 27.7 |
| Europe | 3 | 6 | 9 | 5 | 13 | 18 | 8 | 13 | 21 | 27 | 23 | 50 | 25 | 16 | 41 | 5 | 0 | 5 | 0 | 1 | 1 | 1 | 0 | 1 | 74 | 72 | 146 | 50.7 | 49.3 |
| Eastern Mediterranean | 0 | 1 | 1 | 2 | 4 | 6 | 8 | 8 | 16 | 23 | 11 | 34 | 38 | 12 | 50 | 20 | 5 | 25 | 1 | 0 | 1 | 1 | 0 | 1 | 93 | 41 | 134 | 69.4 | 30.6 |
| Western Pacific | 0 | 0 | 0 | 0 | 1 | 1 | 3 | 3 | 6 | 42 | 20 | 62 | 58 | 16 | 74 | 10 | 2 | 12 | 3 | 0 | 3 | 1 | 0 | 1 | 117 | 42 | 159 | 73.6 | 26.4 |
| Total | 3 | 7 | 10 | 39 | 53 | 92 | 128 | 151 | 279 | 401 | 281 | 682 | 494 | 226 | 720 | 162 | 46 | 208 | 40 | 12 | 52 | 16 | 6 | 22 | 1 283 | 782 | 2 065 | 62.1 | 37.9 |
| Percentage by grade | 30.0 | 70.0 | 100 | 42.4 | 57.6 | 100 | 45.9 | 54.1 | 100 | 58.8 | 41.2 | 100 | 68.6 | 31.4 | 100 | 77.9 | 22.1 | 100 | 76.9 | 23.1 | 100 | 72.7 | 27.3 | 100 | 62.1 | 37.9 | 100 | | |
| Percentage of total | | | 0.5 | | | 4.5 | | | 13.5 | | | 33.0 | | | 34.9 | | | 10.1 | | | 2.5 | | | 1.1 | | | 100 | | |

National professional officers

| Location | A | | | B | | | C | | | D | | | Total | | | Percentage | |
|----------------------------|-------------|-------------|------------|------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|------------|-------------|-------------|------------|-------------|-------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F |
| Headquarters* | 2 | 1 | 3 | 7 | 4 | 11 | 6 | 2 | 8 | 1 | 0 | 1 | 16 | 7 | 23 | 69.6 | 30.4 |
| Africa | 6 | 3 | 9 | 58 | 16 | 74 | 90 | 59 | 149 | 0 | 1 | 1 | 154 | 79 | 233 | 66.1 | 33.9 |
| The Americas | 2 | 1 | 3 | 0 | 1 | 1 | 1 | 3 | 4 | 1 | 3 | 4 | 4 | 8 | 12 | 33.3 | 66.7 |
| South-East Asia | 1 | 0 | 1 | 6 | 2 | 8 | 23 | 3 | 26 | 0 | 0 | 0 | 30 | 5 | 35 | 85.7 | 14.3 |
| Europe | 4 | 2 | 6 | 16 | 20 | 36 | 11 | 3 | 14 | 0 | 0 | 0 | 31 | 25 | 56 | 55.4 | 44.6 |
| Eastern Mediterranean | 0 | 0 | 0 | 18 | 15 | 33 | 2 | 0 | 2 | 0 | 0 | 0 | 20 | 15 | 35 | 57.1 | 42.9 |
| Western Pacific | 1 | 3 | 4 | 6 | 10 | 16 | 6 | 7 | 13 | 0 | 1 | 1 | 13 | 21 | 34 | 28.2 | 61.8 |
| Total | 16 | 10 | 26 | 111 | 68 | 179 | 139 | 77 | 216 | 2 | 5 | 7 | 268 | 160 | 428 | 62.6 | 37.4 |
| Percentage by grade | 61.5 | 38.5 | 100 | 62 | 38 | 100 | 64.4 | 35.6 | 100 | 28.6 | 71.4 | 100 | 62.6 | 37.4 | 100 | | |
| Percentage of total | | | 6.4 | | | 41.8 | | | 50.5 | | | 1.6 | | | 100 | | |

* NPOs appearing under headquarters are located in offices outside Geneva (Addis Ababa, Kobe, Kuala Lumpur, etc.)

General service staff

| Location | G1 | | | G2 | | | G3 | | | G4 | | | G5 | | | G6 | | | G7 | | | Total | | | Percentage | |
|----------------------------|------------|-----------|------------|------------|----------|-------------|------------|-----------|------------|------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------------|--------------|--------------|--------------|-------------|-------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F |
| Headquarters | 0 | 0 | 0 | 1 | 1 | 2 | 22 | 7 | 29 | 36 | 138 | 174 | 77 | 282 | 359 | 58 | 151 | 209 | 6 | 11 | 17 | 200 | 590 | 790 | 25.3 | 74.7 |
| Africa | 76 | 23 | 99 | 167 | 2 | 169 | 80 | 13 | 93 | 30 | 65 | 95 | 27 | 106 | 133 | 48 | 77 | 125 | 69 | 60 | 129 | 497 | 346 | 843 | 59.0 | 41.0 |
| The Americas | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 10 | 14 | 4 | 17 | 21 | 5 | 25 | 30 | 1 | 6 | 7 | 14 | 59 | 73 | 19.2 | 80.8 |
| South-East Asia | 8 | 1 | 9 | 56 | 0 | 56 | 25 | 10 | 35 | 27 | 37 | 64 | 43 | 39 | 82 | 26 | 15 | 41 | 30 | 11 | 41 | 215 | 113 | 328 | 65.5 | 34.5 |
| Europe | 0 | 0 | 0 | 18 | 0 | 18 | 9 | 8 | 17 | 10 | 29 | 39 | 17 | 97 | 114 | 9 | 15 | 24 | 2 | 4 | 6 | 65 | 153 | 218 | 29.8 | 70.2 |
| Eastern Mediterranean | 20 | 2 | 22 | 45 | 0 | 45 | 29 | 5 | 34 | 20 | 76 | 96 | 31 | 58 | 89 | 26 | 26 | 52 | 6 | 21 | 27 | 177 | 188 | 365 | 48.5 | 51.5 |
| Western Pacific | 3 | 5 | 8 | 15 | 0 | 15 | 23 | 7 | 30 | 9 | 54 | 63 | 6 | 79 | 85 | 16 | 41 | 57 | 6 | 21 | 27 | 78 | 207 | 285 | 27.4 | 72.6 |
| Total | 107 | 32 | 139 | 302 | 3 | 305 | 188 | 50 | 238 | 136 | 409 | 545 | 205 | 678 | 883 | 188 | 350 | 538 | 120 | 134 | 254 | 1 246 | 1 656 | 2 902 | 42.9 | 57.1 |
| Percentage by grade | 77 | 23 | 100 | 99 | 1 | 100 | 79 | 21 | 100 | 25 | 75 | 100 | 23.2 | 76.8 | 100 | 34.9 | 65.1 | 100 | 47.2 | 52.8 | 100 | 42.9 | 57.1 | 100 | | |
| Percentage of total | | | 4.8 | | | 10.5 | | | 8.2 | | | 18.8 | | | 30.4 | | | 18.5 | | | 8.8 | | | 100 | | |

M – male, F – female, T – total..

TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 SEPTEMBER 2008
(Note: countries not listed are within range)

| Region | Unrepresented countries | | Underrepresented countries | Overrepresented countries | |
|----------------------------------|--|---|--|---|--|
| Africa | Lesotho Seychelles Swaziland | | – | Algeria Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana | Kenya Malawi Mali Niger Nigeria Rwanda Senegal South Africa Uganda Zambia Zimbabwe |
| The Americas | Antigua and Barbuda Bahamas Barbados Belize Grenada Panama | Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines | Mexico | Canada Colombia Peru | |
| South-East Asia | – | | – | India Sri Lanka | Thailand |
| Europe | Andorra Bosnia and Herzegovina Iceland Lithuania Luxembourg Monaco | Montenegro San Marino The former Yugoslav Republic of Macedonia Uzbekistan | Austria Israel | Belgium Denmark France Ireland Italy Netherlands Russian Federation | Sweden Switzerland United Kingdom of Great Britain and Northern Ireland |
| Eastern Mediterranean | Kuwait Oman | Qatar United Arab Emirates | Saudi Arabia | Egypt Lebanon | Pakistan Sudan |
| Western Pacific | Brunei Darussalam Cook Islands Kiribati Lao People's Democratic Republic Micronesia (Federated States of) Nauru | Niue Palau Papua New Guinea Samoa Tokelau* Tonga Tuvalu Vanuatu | China Japan Republic of Korea Singapore | Australia Malaysia New Zealand Philippines | |

* Associate Member.

TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2008

African Region

| Country | Range | Staff by grade and sex | | | | | | | | | | | | | | | | | | |
|----------------------------------|-------|------------------------|---|----|---|----|---|----|---|----|---|-------|---|----|----|----------|----|------------------------|---|-------|
| | | P1 | | P2 | | P3 | | P4 | | P5 | | P6/D1 | | D2 | | Ungraded | | All professional staff | | |
| | | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | Total |
| Algeria | 2-10 | | | 1 | 1 | 2 | 2 | 4 | | 2 | | | | | 9 | 3 | 12 | | | |
| Angola | 1-8 | | | 1 | | 2 | | | | 2 | | | 1 | | 6 | 0 | 6 | | | |
| Benin | 1-8 | | | 1 | | 7 | | 2 | 1 | 1 | 1 | | | | 11 | 2 | 13 | | | |
| Botswana | 1-8 | | | 1 | | | | 1 | | | 1 | | | | 2 | 1 | 3 | | | |
| Burkina Faso | 1-8 | | | 1 | 2 | 3 | 1 | 3 | | 2 | | | | | 9 | 3 | 12 | | | |
| Burundi | 1-8 | | | | | 0 | 2 | 4 | 2 | 1 | 0 | | | | 5 | 4 | 9 | | | |
| Cameroon | 1-8 | | | 1 | 1 | 4 | 1 | 2 | 2 | 3 | 1 | | 1 | | 10 | 6 | 16 | | | |
| Cape Verde | 1-7 | | | | | | | 1 | 1 | | | | | | 1 | 1 | 2 | | | |
| Central African Republic | 1-8 | | | | | 1 | | 1 | | 1 | | | | | 3 | 0 | 3 | | | |
| Chad | 1-8 | | | 1 | 1 | 1 | | 1 | | 1 | | | | | 3 | 1 | 4 | | | |
| Comoros | 1-7 | | | | | | | 1 | | | | | | | 1 | 0 | 1 | | | |
| Congo | 1-8 | | | 7 | | 4 | | 1 | | 1 | | 1 | | | 14 | 0 | 14 | | | |
| Côte d'Ivoire | 1-8 | | | | | 3 | 1 | 1 | | 3 | 2 | | 1 | | 7 | 4 | 11 | | | |
| Democratic Republic of the Congo | 2-12 | | | 2 | | | | 8 | 1 | 5 | | | 2 | | 17 | 1 | 18 | | | |
| Equatorial Guinea | 1-7 | | | | | 1 | | | | 1 | | | | | 2 | 0 | 2 | | | |
| Eritrea | 1-8 | | | 1 | | 2 | | | | | | | | | 3 | 0 | 3 | | | |
| Ethiopia | 2-12 | | | 1 | 2 | 2 | 4 | 3 | 5 | 1 | | 2 | | | 11 | 9 | 20 | | | |
| Gabon | 1-8 | | | 1 | 1 | 1 | | 1 | | | | | | | 2 | 2 | 4 | | | |
| Gambia | 1-8 | | | 2 | | | 2 | 1 | | 0 | | | | | 5 | 0 | 5 | | | |
| Ghana | 1-8 | | | | 1 | 3 | 4 | 4 | 2 | 2 | | | 1 | | 10 | 7 | 17 | | | |
| Guinea | 1-8 | | | 1 | | 3 | | 3 | | | 1 | | | | 7 | 1 | 8 | | | |
| Guinea-Bissau | 1-8 | | | | | | | 1 | 1 | | | | | | 1 | 1 | 2 | | | |
| Kenya | 1-10 | | | 2 | 2 | 3 | 5 | 5 | 2 | 1 | | | | | 11 | 9 | 20 | | | |
| Lesotho | 1-8 | | | | | | | | | | | | | | 0 | 0 | 0 | | | |

| Country | Range | Staff by grade and sex | | | | | | | | | | | | | | | | | | |
|-------------------------------|-------|------------------------|---|----|----|----|----|----|----|-----|----|-------|----|----|---|----------|----|------------------------|-----|-------|
| | | P1 | | P2 | | P3 | | P4 | | P5 | | P6/D1 | | D2 | | Ungraded | | All professional staff | | |
| | | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | Total |
| Liberia | 1-8 | | | 1 | | 1 | 1 | | 1 | | | | | | | | 2 | 2 | 4 | |
| Madagascar | 1-8 | | | 1 | 1 | | 2 | 2 | | 1 | | | | | | | 4 | 3 | 7 | |
| Malawi | 1-8 | | | | | 1 | | 2 | 2 | 5 | | | | | | | 8 | 2 | 10 | |
| Mali | 1-8 | | | | | | | 7 | | 4 | | 1 | | 1 | | | 12 | 1 | 13 | |
| Mauritania | 1-8 | | | 1 | | | | 2 | | 3 | | | | | | | 6 | 0 | 6 | |
| Mauritius | 1-8 | | | 1 | | 1 | 2 | 1 | | | | 1 | | | | | 4 | 2 | 6 | |
| Mozambique | 1-8 | | | | | | | | 1 | 2 | | 1 | 1 | | | | 3 | 2 | 5 | |
| Namibia | 1-8 | | | | | | | 1 | 1 | 1 | | | | | | | 2 | 1 | 3 | |
| Niger | 1-8 | | | | | 1 | | 2 | 1 | 3 | | 2 | | | | | 7 | 2 | 9 | |
| Nigeria | 4-14 | | | 1 | | 2 | | 7 | 1 | 5 | 2 | 3 | | 1 | | | 19 | 3 | 22 | |
| Rwanda | 1-8 | | | | 1 | | | 2 | | 8 | | 1 | | | | | 11 | 1 | 12 | |
| Sao Tome and Principe | 1-7 | | | 1 | | | | 1 | | | | | | | | | 2 | 0 | 2 | |
| Senegal | 1-8 | | | | | 1 | | 3 | 2 | 5 | 3 | 2 | | 2 | | | 10 | 8 | 18 | |
| Seychelles | 1-7 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Sierra Leone | 1-8 | | | | | 1 | | 1 | 2 | 1 | | | | | | | 2 | 3 | 5 | |
| South Africa | 4-11 | | | | | | | 1 | 2 | 7 | 2 | 1 | | | 1 | | 8 | 6 | 14 | |
| Swaziland | 1-7 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Togo | 1-8 | | | | | 2 | | 2 | | 2 | | 2 | | | | | 8 | 0 | 8 | |
| Uganda | 1-8 | | | | | 2 | | 5 | 3 | 8 | 1 | 1 | 1 | | | | 16 | 5 | 21 | |
| United Republic of Tanzania | 1-10 | | | | | 1 | | 2 | 2 | 2 | 2 | 1 | | | | | 4 | 6 | 10 | |
| Zambia | 1-8 | | | | 2 | 1 | | 2 | 3 | 6 | 1 | 1 | | | | | 9 | 7 | 16 | |
| Zimbabwe | 1-8 | | | 1 | 2 | 1 | | 2 | 2 | 3 | 1 | 2 | | | | | 9 | 5 | 14 | |
| Total – African Region | | 0 | 0 | 20 | 10 | 32 | 20 | 92 | 43 | 116 | 26 | 30 | 11 | 4 | 3 | 2 | 1 | 296 | 114 | 410 |

M – male, F – female.

TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2008

Region of the Americas

| Country | Range | Staff by grade and sex | | | | | | | | | | | | | All professional staff | | | | | |
|---------------------|-------|------------------------|---|----|---|----|---|----|---|----|---|-------|---|----|------------------------|----------|----|----|----|-------|
| | | P1 | | P2 | | P3 | | P4 | | P5 | | P6/D1 | | D2 | | Ungraded | | M | F | Total |
| | | M | F | M | F | M | F | M | F | M | F | M | F | M | F | | | | | |
| Antigua and Barbuda | 1-7 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Argentina | 9-16 | | | 1 | | 7 | 2 | 1 | 2 | | | 1 | | 1 | | | 10 | 5 | 15 | |
| Bahamas | 1-7 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Barbados | 1-7 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Belize | 1-7 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Bolivia | 1-8 | | | 1 | | 2 | | | | | | | | | | | 2 | 1 | 3 | |
| Brazil | 21-29 | | | | 3 | 6 | 8 | 6 | 3 | 3 | | | | | | | 15 | 14 | 29 | |
| Canada | 19-26 | | 2 | | 1 | 3 | 4 | 8 | 8 | 10 | 4 | 3 | 2 | 1 | 1 | | 26 | 21 | 47 | |
| Chile | 2-9 | | | 1 | | 1 | 1 | 1 | 1 | | | 1 | | | | | 2 | 3 | 5 | |
| Colombia | 3-10 | | | | 1 | 1 | 1 | 5 | 3 | 4 | 1 | 2 | | | | | 12 | 5 | 17 | |
| Costa Rica | 1-8 | | | 1 | | 2 | | | | | | | | | | | 2 | 1 | 3 | |
| Cuba | 1-8 | | | | 1 | 4 | | 1 | | | | | | | | | 6 | 0 | 6 | |
| Dominica | 1-7 | | | | | | | | | | | | | | 1 | | 1 | 0 | 1 | |
| Dominican Republic | 1-8 | | | | | 1 | | | 1 | 1 | | | | | | | 2 | 1 | 3 | |
| Ecuador | 1-8 | | | 1 | | 1 | 1 | 2 | | | | | | | | | 3 | 2 | 5 | |
| El Salvador | 1-8 | | | | | 4 | 2 | | | | | | | | | | 4 | 2 | 6 | |
| Grenada | 1-7 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Guatemala | 1-8 | | | | 1 | | | 3 | | | | | | | | | 4 | 0 | 4 | |
| Guyana | 1-7 | | | | 1 | 1 | | | 1 | | | | | | | | 1 | 2 | 3 | |
| Haiti | 1-8 | | | | | 1 | | | | | | | | | | | 1 | 0 | 1 | |
| Honduras | 1-8 | | | | | | | | 1 | | | | | | | | 0 | 1 | 1 | |
| Jamaica | 1-8 | | | | | 1 | 1 | | | | | | | | | | 1 | 1 | 2 | |
| Mexico | 11-17 | | | | 1 | 1 | 1 | 3 | 1 | | | | 1 | | | | 5 | 3 | 8 | |
| Nicaragua | 1-8 | | | | | 1 | 1 | | | | | | | | | | 1 | 1 | 2 | |

| Country | Range | Staff by grade and sex | | | | | | | | | | | | | | | | | | | |
|---------------------------------------|---------|------------------------|---|----|---|----|----|----|----|----|----|-------|---|----|---|----------|---|------------------------|-----|-------|-----|
| | | P1 | | P2 | | P3 | | P4 | | P5 | | P6/D1 | | D2 | | Ungraded | | All professional staff | | | |
| | | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | Total | |
| Panama | 1-8 | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Paraguay | 1-8 | | | 1 | | | | 2 | | | | | | | | | | | 2 | 1 | 3 |
| Peru | 2-10 | | | | | 2 | | 6 | 2 | | | 2 | | | | | | | 8 | 4 | 12 |
| Puerto Rico* | 1-8 | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Saint Kitts and Nevis | 1-7 | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Saint Lucia | 1-7 | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Saint Vincent and the Grenadines | 1-7 | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Suriname | 1-7 | | | | | | | 1 | | | | | | | | | | | 0 | 1 | 1 |
| Trinidad and Tobago | 1-8 | | | | | | | 3 | | 1 | 1 | | | | | | | | 1 | 4 | 5 |
| United States of America | 142-193 | | | 3 | 9 | 10 | | 32 | 23 | 42 | 25 | 12 | 4 | 3 | 2 | 1 | | | 99 | 67 | 166 |
| Uruguay | 1-8 | | | | | | | 1 | | 1 | 2 | | | | | | | | 2 | 2 | 4 |
| Venezuela (Bolivarian Republic of) | 2-9 | | | 1 | | | | 1 | | 3 | 1 | 1 | | | | | | | 4 | 3 | 7 |
| Total – Region of the Americas | | | 2 | 2 | 8 | 17 | 23 | 87 | 59 | 74 | 44 | 25 | 6 | 6 | 2 | 2 | 2 | | 213 | 146 | 359 |

* Associate Member.

M – male, F – female.

TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2008

South-East Asia Region

| Country | Range | Staff by grade and sex | | | | | | | | | | | | | | | | | | | |
|---------------------------------------|-------|------------------------|---|----|---|----|---|----|----|----|----|-------|---|----|---|----------|---|------------------------|----|-------|-----|
| | | P1 | | P2 | | P3 | | P4 | | P5 | | P6/D1 | | D2 | | Ungraded | | All professional staff | | | |
| | | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | Total | |
| Bangladesh | 4-14 | | | | | 1 | | 4 | | 2 | | 2 | | | | | | | 9 | 0 | 9 |
| Bhutan | 1-8 | | | | | | | | | 1 | 1 | 1 | | | | | | | 2 | 1 | 3 |
| Democratic People's Republic of Korea | 1-8 | | | | | | | | | | | 1 | | | | | | | 1 | 0 | 1 |
| India | 27-38 | | | 2 | 2 | 9 | 5 | 23 | 13 | 14 | 9 | 6 | 0 | | 1 | | 1 | | 54 | 31 | 85 |
| Indonesia | 7-14 | | | | | 1 | | 2 | | 1 | 4 | | 1 | 1 | | | | | 4 | 6 | 10 |
| Maldives | 1-7 | | | | | | | 1 | | | | 1 | | | | | | | 2 | 0 | 2 |
| Myanmar | 2-10 | | | | | | | 1 | 2 | 2 | 3 | 1 | | 1 | | | | | 5 | 5 | 10 |
| Nepal | 1-8 | | | | | | | | | 3 | | 3 | | | | | | | 6 | 0 | 6 |
| Sri Lanka | 1-8 | | | 1 | 1 | | | 1 | 1 | 3 | 1 | | 1 | 1 | | | | | 6 | 4 | 10 |
| Thailand | 4-12 | | | | | | | 1 | 2 | 4 | 5 | 1 | 1 | | | 1 | | | 7 | 8 | 15 |
| Timor-Leste | 1-7 | | | | | | | | | 1 | | | | | | | | | 1 | 0 | 1 |
| Total – South-East Asia Region | | 0 | 0 | 3 | 3 | 10 | 6 | 33 | 18 | 31 | 23 | 16 | 3 | 3 | 1 | 1 | 1 | | 97 | 55 | 152 |

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2008

European Region

| Country | Range | Staff by grade and sex | | | | | | | | | | | | | | | | | | | |
|------------------------|-------|------------------------|---|----|---|----|----|----|----|----|----|-------|---|----|---|----------|---|------------------------|----|-------|-----|
| | | P1 | | P2 | | P3 | | P4 | | P5 | | P6/D1 | | D2 | | Ungraded | | All professional staff | | | |
| | | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | Total | |
| Albania | 1-8 | | | | 1 | | | | 1 | | 1 | | | | | | | | 0 | 3 | 3 |
| Andorra | 1-7 | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Armenia | 1-8 | | | | | | | 1 | | | | | | 1 | | | | | 2 | 0 | 2 |
| Austria | 7-14 | | | | | 2 | | 1 | | 2 | | 1 | | | | | | | 3 | 3 | 6 |
| Azerbaijan | 1-8 | | | | 1 | | | 2 | 1 | | | | | | | | | | 3 | 1 | 4 |
| Belarus | 1-8 | | | | | | | | | 1 | | | | | | | | | 1 | 0 | 1 |
| Belgium | 9-15 | | | | | 2 | | 6 | 5 | 12 | 4 | 7 | | 1 | | | | | 26 | 11 | 37 |
| Bosnia and Herzegovina | 1-8 | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Bulgaria | 1-8 | | | | 1 | 1 | | 2 | 2 | | 1 | | | | | | | | 3 | 4 | 7 |
| Croatia | 1-8 | | | | 1 | 2 | | | 2 | 1 | | | | | | | | | 2 | 4 | 6 |
| Cyprus | 1-7 | | | | | | | | | 1 | | | | | | | | | 1 | 0 | 1 |
| Czech Republic | 2-9 | | | | | | | 1 | 2 | 2 | | | | | | | | | 3 | 2 | 5 |
| Denmark | 6-12 | | | | 1 | 3 | | 2 | 1 | 4 | 1 | 3 | | 1 | | | | | 10 | 6 | 16 |
| Estonia | 1-8 | | | | | | | | 1 | 1 | | 1 | | | | | | | 2 | 1 | 3 |
| Finland | 4-11 | | | | 1 | | 1 | 1 | 1 | 3 | 3 | | | | | | | | 4 | 6 | 10 |
| France | 42-58 | | | 2 | 4 | 7 | 16 | 15 | 9 | 21 | 12 | 8 | 4 | 1 | | 2 | | | 56 | 45 | 101 |
| Georgia | 1-8 | | | | | | | | | 1 | 1 | 1 | | 1 | | | | | 2 | 2 | 4 |
| Germany | 63-86 | 2 | | | 2 | 1 | 8 | 15 | 11 | 22 | 11 | 1 | 1 | | | 1 | | | 41 | 34 | 75 |
| Greece | 4-11 | | | | | | | | 1 | 3 | | | | | | | | | 3 | 1 | 4 |
| Hungary | 1-8 | | | | | | | 3 | 1 | 1 | | 1 | | | | | | | 5 | 1 | 6 |
| Iceland | 1-7 | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Ireland | 3-9 | | | 1 | 2 | | 3 | 1 | 3 | 2 | 2 | 1 | | 3 | | | | | 8 | 10 | 18 |
| Israel | 3-10 | | | | | | | | | | 1 | | | | | | | | 0 | 1 | 1 |
| Italy | 34-47 | | | | 3 | 4 | 4 | 11 | 7 | 19 | 5 | 10 | 1 | 5 | | | | | 49 | 20 | 69 |
| Kazakhstan | 1-8 | | | | | 1 | | | 2 | | | | | | | | | | 1 | 2 | 3 |
| Kyrgyzstan | 1-8 | | | | | | | | 1 | | | | | | | | | | 0 | 1 | 1 |

| Country | Range | Staff by grade and sex | | | | | | | | | | | | | | | | | | |
|--|-------|------------------------|---|----|----|----|----|----|----|-----|----|-------|----|----|---|----------|----|------------------------|-----|-------|
| | | P1 | | P2 | | P3 | | P4 | | P5 | | P6/D1 | | D2 | | Ungraded | | All professional staff | | |
| | | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | Total |
| Latvia | 1-8 | | | | | | | 1 | 1 | 1 | | | | | | | 1 | 2 | 3 | |
| Lithuania | 1-8 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Luxembourg | 1-8 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Malta | 1-7 | | | | | | 1 | 1 | 1 | | | | | | | | 2 | 1 | 3 | |
| Monaco | 1-7 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Montenegro | 1-7 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Netherlands | 13-20 | | | 1 | 4 | 7 | 2 | 16 | 4 | 5 | 2 | 1 | | | | | 30 | 12 | 42 | |
| Norway | 5-12 | | 1 | | 1 | 1 | 2 | | 1 | 1 | | | | | | | 2 | 5 | 7 | |
| Poland | 4-11 | | | | | 1 | | 4 | 2 | | | | | | | | 5 | 2 | 7 | |
| Portugal | 4-10 | | | | 1 | | 2 | 1 | | | | | | | | | 1 | 3 | 4 | |
| Republic of Moldova | 1-8 | | | | | | 2 | | | | | | | | | | 0 | 2 | 2 | |
| Romania | 1-8 | | | 1 | 2 | | 1 | | | | | | | | | | 1 | 3 | 4 | |
| Russian Federation | 12-19 | | 3 | | 2 | 6 | 1 | 4 | 3 | 1 | | | | 1 | | | 12 | 9 | 21 | |
| San Marino | 1-7 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Serbia | 1-8 | | 1 | | | 1 | 2 | | 1 | | | | | | | | 1 | 4 | 5 | |
| Slovakia | 1-8 | | | 1 | | | | | | | | | | | | | 1 | 0 | 1 | |
| Slovenia | 1-8 | | | | | | | | 1 | | | | | | | | 0 | 1 | 1 | |
| Spain | 18-26 | 1 | 1 | 2 | 2 | 3 | 6 | 4 | 4 | 1 | 2 | | 1 | | | | 11 | 16 | 27 | |
| Sweden | 8-14 | | 1 | | 3 | 2 | 2 | 4 | 3 | | | | 1 | | 0 | | 8 | 8 | 16 | |
| Switzerland | 9-16 | | 1 | 2 | 8 | 4 | 4 | 5 | 5 | 3 | | 1 | | | | | 18 | 15 | 33 | |
| Tajikistan | 1-8 | | | 1 | | | | | | | | | | | | | 0 | 1 | 1 | |
| The former Yugoslav Republic of Macedonia | 1-8 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Turkey | 5-12 | | | 1 | | 1 | 2 | 2 | 3 | 2 | | | | | | | 6 | 5 | 11 | |
| Turkmenistan | 1-8 | | 1 | | 1 | | | | | | | | | | | | 1 | 1 | 2 | |
| Ukraine | 2-10 | | | | 1 | 1 | | | | | | | | | | | 1 | 1 | 2 | |
| United Kingdom of Great Britain and Northern Ireland | 37-51 | 2 | 2 | | 2 | 5 | 7 | 10 | 13 | 14 | 15 | 7 | 3 | 5 | 3 | 1 | 44 | 45 | 89 | |
| Uzbekistan | 1-10 | | | | | | | | | | | | | | | | 0 | 0 | 0 | |
| Total – European Region | | 4 | 3 | 7 | 22 | 36 | 71 | 98 | 93 | 152 | 84 | 51 | 14 | 18 | 6 | 4 | 1 | 370 | 294 | 664 |

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2008

Eastern Mediterranean Region

| Country | Range | Staff by grade and sex | | | | | | | | | | | | | | | | | | |
|---|-------|------------------------|---|----|---|----|---|----|----|----|---|-------|---|----|---|----------|---|------------------------|----|-------|
| | | P1 | | P2 | | P3 | | P4 | | P5 | | P6/D1 | | D2 | | Ungraded | | All professional staff | | |
| | | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | Total |
| Afghanistan | 1-8 | | | | | 3 | | 1 | | | | 1 | | | | | | 4 | 1 | 5 |
| Bahrain | 1-7 | | | | | | | | | | | 1 | | | | | | 0 | 1 | 1 |
| Djibouti | 1-7 | | | | | 1 | | | | 1 | | 1 | | | | | | 3 | 0 | 3 |
| Egypt | 3-12 | | | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 3 | | | | | | | 5 | 8 | 13 |
| Iran (Islamic Republic of) | 4-12 | | | | | 1 | | 3 | | 5 | 1 | | 1 | | | | | 9 | 2 | 11 |
| Iraq | 2-9 | | | | | | | | | 3 | | 1 | | | 1 | | | 5 | 0 | 5 |
| Jordan | 1-8 | | | | | 1 | | 2 | 1 | 1 | 1 | | 1 | 1 | | | | 5 | 3 | 8 |
| Kuwait | 1-8 | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Lebanon | 1-8 | | | | | 3 | 1 | 2 | 1 | | 4 | | 1 | | | | | 5 | 7 | 12 |
| Libyan Arab Jamahiriya | 1-8 | | | | | | | | | | | 1 | | | | | | 1 | 0 | 1 |
| Morocco | 1-10 | | | | | | | | | 1 | | 2 | | | | | | 3 | 0 | 3 |
| Oman | 1-8 | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Pakistan | 5-14 | | | | | 1 | | 5 | | 8 | | 1 | | 1 | | | | 16 | 0 | 16 |
| Qatar | 1-7 | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Saudi Arabia | 5-11 | | | | | | | 1 | | 1 | | | | | 1 | | | 2 | 1 | 3 |
| Somalia | 1-8 | | | | | | | 1 | | 3 | | 1 | | 1 | | | | 5 | 1 | 6 |
| Sudan | 1-10 | | | | | 3 | | 1 | 2 | 7 | | 3 | | | | | | 14 | 2 | 16 |
| Syrian Arab Republic | 1-8 | | | | | | | 1 | 1 | 3 | | 1 | | | | | | 5 | 1 | 6 |
| Tunisia | 1-8 | | | | | 1 | | 3 | | 2 | | 4 | | | | | | 7 | 3 | 10 |
| United Arab Emirates | 2-8 | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Yemen | 1-8 | | | | | | | 2 | | | | 2 | | | | | | 4 | 0 | 4 |
| Total – Eastern Mediterranean Region | | 0 | 0 | 1 | 2 | 15 | 3 | 18 | 12 | 36 | 9 | 18 | 4 | 3 | 0 | 2 | 0 | 93 | 30 | 123 |

M – male, F – female.

TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2008

Western Pacific Region

| Country | Range | Staff by grade and sex | | | | | | | | | | | | | | | | | | | | | | |
|----------------------------------|---------|------------------------|---|----|---|----|---|----|----|----|---|-------|---|----|---|----------|---|------------------------|---|-------|---|----|----|----|
| | | P1 | | P2 | | P3 | | P4 | | P5 | | P6/D1 | | D2 | | Ungraded | | All professional staff | | | | | | |
| | | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | Total | | | | |
| Australia | 12-19 | | 1 | | 1 | | 1 | | 11 | 4 | | 6 | 8 | | 4 | 1 | | 3 | | 1 | | 26 | 15 | 41 |
| Brunei Darussalam | 1-7 | | | | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Cambodia | 1-8 | | | | | | | 1 | | | 1 | | | | | | | | | | | 2 | 0 | 2 |
| China | 40-55 | | | | | | 2 | | 2 | 6 | | 7 | 2 | | 2 | | | | | 1 | 1 | 12 | 11 | 23 |
| Cook Islands | 1-7 | | | | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Fiji | 1-7 | | | | | | | | | | 1 | | | | | | | | | | | 1 | 0 | 1 |
| Japan | 121-166 | | | | | 2 | 4 | | 5 | 5 | | 10 | 4 | | 1 | | | 1 | | 2 | | 21 | 13 | 34 |
| Kiribati | 1-7 | | | | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Lao People's Democratic Republic | 1-8 | | | | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Malaysia | 3-9 | | | | 1 | | 1 | | 2 | 4 | | 3 | 2 | | 1 | 1 | | | | | | 7 | 8 | 15 |
| Marshall Islands | 1-7 | | | | 1 | | | | | | | | | | | | | | | | | 1 | 0 | 1 |
| Micronesia (Federated States of) | 1-7 | | | | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Mongolia | 1-8 | | | | | | | | 1 | 3 | | 1 | | | | | | | | | | 2 | 3 | 5 |
| Nauru | 1-7 | | | | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| New Zealand | 2-9 | | | | | 2 | | | 2 | | | 3 | 5 | | 1 | | | 1 | | | | 9 | 5 | 14 |
| Niue | 1-7 | | | | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Palau | 1-7 | | | | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Papua New Guinea | 1-8 | | | | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Philippines | 3-12 | | | | 3 | 1 | | 5 | 7 | | 5 | 6 | | 1 | | 1 | 2 | | 1 | | | 16 | 16 | 32 |
| Republic of Korea | 15-21 | | | | | | | | 1 | 2 | | 1 | | | 1 | | | | | | | 3 | 2 | 5 |
| Samoa | 1-7 | | | | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Singapore | 3-10 | | | | | | | | 1 | | | | | | | | | | | | | 1 | 0 | 1 |
| Solomon Islands | 1-7 | | | | | | | | | | | 1 | | | | | | | | | | 1 | 0 | 1 |
| Tokelau* | 1-7 | | | | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |

| Country | Range | Staff by grade and sex | | | | | | | | | | | | | | | | | | | |
|---------------------------------------|-------|------------------------|---|----|---|----|----|----|----|----|----|-------|---|----|---|----------|---|------------------------|-----|-------|-----|
| | | P1 | | P2 | | P3 | | P4 | | P5 | | P6/D1 | | D2 | | Ungraded | | All professional staff | | | |
| | | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | Total | |
| Tonga | 1-7 | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Tuvalu | 1-7 | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Vanuatu | 1-7 | | | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| Viet Nam | 3-12 | | | | | 1 | | 2 | | 2 | | | | | | | | | 3 | 2 | 5 |
| Total – Western Pacific Region | | 0 | 1 | 5 | 2 | 11 | 14 | 31 | 32 | 37 | 21 | 11 | 4 | 6 | 0 | 4 | 1 | | 105 | 75 | 180 |

* Associate Member.

M – male, F – female.

TABLE 6. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES BY LOCATION OF ASSIGNMENT AND REGION OF NATIONALITY AS AT 30 SEPTEMBER 2008

By location of assignment

| Location of assignment | Region of nationality | | | | | | | | | | | | | |
|------------------------|-----------------------|------|--------------|------|-----------------|------|--------|------|-----------------------|------|-----------------|------|-------|-------|
| | Africa | | The Americas | | South-East Asia | | Europe | | Eastern Mediterranean | | Western Pacific | | Total | |
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Headquarters | 109 | 10.3 | 222 | 21.0 | 69 | 6.5 | 501 | 47.4 | 41 | 3.9 | 116 | 11.0 | 1 058 | 100.0 |
| Africa | 303 | 88.3 | 13 | 3.8 | 4 | 1.2 | 23 | 6.7 | 0 | 0.0 | 0 | 0.0 | 343 | 100.0 |
| The Americas | 0 | 0.0 | 84 | 88.4 | 0 | 0.0 | 10 | 10.5 | 0 | 0.0 | 1 | 1.1 | 95 | 100.0 |
| South-East Asia | 2 | 1.5 | 21 | 16.2 | 66 | 50.8 | 25 | 19.2 | 2 | 1.5 | 14 | 10.8 | 130 | 100.0 |
| Europe | 1 | 0.7 | 14 | 9.6 | 2 | 1.4 | 124 | 84.9 | 0 | 0.0 | 5 | 3.4 | 146 | 100.0 |
| Eastern Mediterranean | 5 | 3.7 | 15 | 11.2 | 1 | 0.7 | 18 | 13.4 | 88 | 65.7 | 7 | 5.2 | 134 | 100.0 |
| Western Pacific | 4 | 2.5 | 30 | 18.9 | 12 | 7.5 | 42 | 26.4 | 1 | 0.6 | 70 | 44.0 | 159 | 100.0 |
| Total | 424 | 20.5 | 399 | 19.3 | 154 | 7.5 | 743 | 36.0 | 132 | 6.4 | 213 | 10.3 | 2 065 | 100.0 |

By region of nationality

| Location of assignment | Region of nationality | | | | | | | | | | | | | |
|------------------------|-----------------------|-------|--------------|-------|-----------------|-------|--------|-------|-----------------------|-------|-----------------|-------|-------|-------|
| | Africa | | The Americas | | South-East Asia | | Europe | | Eastern Mediterranean | | Western Pacific | | Total | |
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Headquarters | 109 | 25.7 | 222 | 55.6 | 69 | 44.8 | 501 | 67.4 | 41 | 31.1 | 116 | 54.5 | 1 058 | 51.2 |
| Africa | 303 | 71.5 | 13 | 3.3 | 4 | 2.6 | 23 | 3.1 | 0 | 0.0 | 0 | 0.0 | 343 | 16.6 |
| The Americas | 0 | 0.0 | 84 | 21.1 | 0 | 0.0 | 10 | 1.3 | 0 | 0.0 | 1 | 0.5 | 95 | 4.6 |
| South-East Asia | 2 | 0.5 | 21 | 5.3 | 66 | 42.9 | 25 | 3.4 | 2 | 1.5 | 14 | 6.6 | 130 | 6.3 |
| Europe | 1 | 0.2 | 14 | 3.5 | 2 | 1.3 | 124 | 16.7 | 0 | 0.0 | 5 | 2.3 | 146 | 7.1 |
| Eastern Mediterranean | 5 | 3.7 | 15 | 3.8 | 1 | 0.6 | 18 | 2.4 | 88 | 66.7 | 7 | 3.3 | 134 | 6.5 |
| Western Pacific | 4 | 0.9 | 30 | 7.5 | 12 | 7.8 | 42 | 5.7 | 1 | 0.8 | 70 | 32.9 | 159 | 7.7 |
| Total | 424 | 100.0 | 399 | 100.0 | 154 | 100.0 | 743 | 100.0 | 132 | 100.0 | 213 | 100.0 | 2 065 | 100.0 |

TABLE 7. STAFF BY AGE, SEX AND LOCATION AS AT 30 SEPTEMBER 2008

Professional staff

| Location | 20-29 years | | | 30-39 years | | | 40-49 years | | | 50-59 years | | | ≥60 years | | | Total | | |
|------------------------------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-----------|------|-------|-------|------|-------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Headquarters | 2 | 2 | 4 | 93 | 123 | 216 | 203 | 174 | 377 | 261 | 147 | 408 | 34 | 19 | 53 | 593 | 465 | 1 058 |
| Africa | 0 | 0 | 0 | 8 | 8 | 16 | 72 | 41 | 113 | 157 | 39 | 196 | 15 | 3 | 18 | 252 | 91 | 343 |
| The Americas | 0 | 0 | 0 | 2 | 1 | 3 | 17 | 18 | 35 | 32 | 14 | 46 | 9 | 2 | 11 | 60 | 35 | 95 |
| South-East Asia | 0 | 0 | 0 | 6 | 5 | 11 | 25 | 10 | 35 | 53 | 17 | 70 | 10 | 4 | 14 | 94 | 36 | 130 |
| Europe | 0 | 3 | 3 | 17 | 16 | 33 | 27 | 34 | 61 | 29 | 16 | 45 | 1 | 3 | 4 | 74 | 72 | 146 |
| Eastern Mediterranean | 1 | 0 | 1 | 5 | 3 | 8 | 27 | 20 | 47 | 48 | 16 | 64 | 12 | 2 | 14 | 93 | 41 | 134 |
| Western Pacific | 0 | 0 | 0 | 11 | 9 | 20 | 42 | 19 | 61 | 57 | 12 | 69 | 7 | 2 | 9 | 117 | 42 | 159 |
| Total | 3 | 5 | 8 | 142 | 165 | 307 | 413 | 316 | 729 | 637 | 261 | 898 | 88 | 35 | 123 | 1 283 | 782 | 2 065 |
| Percentage by bracket | 37.5 | 62.5 | 100.0 | 46.3 | 53.7 | 100.0 | 56.7 | 43.3 | 100.0 | 70.9 | 29.1 | 100.0 | 71.5 | 28.5 | 100.0 | 62.1 | 37.9 | 100.0 |
| Percentage of total | | | 0.4 | | | 14.9 | | | 35.3 | | | 43.5 | | | 6.0 | | | 100.0 |

National professional officers

| Location | 20-29 years | | | 30-39 years | | | 40-49 years | | | 50-59 years | | | ≥60 years | | | Total | | |
|------------------------------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-----------|------|-------|-------|------|-------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Headquarters | 4 | 1 | 5 | 8 | 4 | 12 | 3 | 2 | 5 | 1 | 0 | 1 | 0 | 0 | 0 | 16 | 7 | 23 |
| Africa | 0 | 0 | 0 | 24 | 6 | 30 | 50 | 35 | 85 | 73 | 29 | 102 | 7 | 9 | 16 | 154 | 79 | 233 |
| The Americas | 1 | 0 | 1 | 1 | 1 | 2 | 1 | 3 | 4 | 1 | 4 | 5 | 0 | 0 | 0 | 4 | 8 | 12 |
| South-East Asia | 1 | 0 | 1 | 1 | 1 | 2 | 8 | 3 | 11 | 19 | 1 | 20 | 2 | 0 | 2 | 31 | 5 | 36 |
| Europe | 0 | 0 | 0 | 14 | 10 | 24 | 8 | 11 | 18 | 8 | 4 | 12 | 0 | 0 | 0 | 30 | 25 | 55 |
| Eastern Mediterranean | 0 | 0 | 0 | 3 | 3 | 6 | 8 | 9 | 17 | 9 | 3 | 12 | 0 | 0 | 0 | 20 | 15 | 35 |
| Western Pacific | 0 | 0 | 0 | 2 | 7 | 9 | 7 | 8 | 15 | 4 | 6 | 10 | 0 | 0 | 0 | 13 | 21 | 34 |
| Total | 6 | 1 | 7 | 53 | 32 | 85 | 85 | 71 | 155 | 115 | 47 | 162 | 9 | 9 | 18 | 268 | 160 | 428 |
| Percentage by bracket | 85.7 | 14.3 | 100.0 | 62.4 | 37.6 | 100.0 | 54.8 | 45.8 | 100.0 | 71.0 | 29.0 | 100.0 | 50.0 | 50.0 | 100.0 | 62.6 | 37.4 | 100.0 |
| Percentage of total | | | 1.6 | | | 19.9 | | | 36.2 | | | 37.9 | | | 4.2 | | | 99.8 |

General service staff

| Location | 20-29 years | | | 30-39 years | | | 40-49 years | | | 50-59 years | | | ≥60 years | | | Total | | | |
|------------------------------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-----------|------|-------|-------|-------|-------|-------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | |
| Headquarters | 20 | 29 | 49 | 59 | 184 | 243 | 63 | 170 | 233 | 57 | 196 | 253 | 1 | 11 | 12 | 200 | 590 | 790 | |
| Africa | 7 | 13 | 20 | 101 | 115 | 216 | 194 | 134 | 328 | 187 | 81 | 268 | 8 | 3 | 11 | 497 | 346 | 843 | |
| The Americas | 0 | 2 | 2 | 5 | 5 | 10 | 5 | 13 | 18 | 3 | 37 | 40 | 1 | 2 | 3 | 14 | 59 | 73 | |
| South-East Asia | 6 | 8 | 14 | 57 | 39 | 96 | 70 | 32 | 102 | 81 | 33 | 114 | 1 | 1 | 2 | 215 | 113 | 328 | |
| Europe | 2 | 7 | 9 | 24 | 58 | 82 | 23 | 50 | 73 | 16 | 36 | 52 | 0 | 2 | 2 | 65 | 153 | 218 | |
| Eastern Mediterranean | 6 | 23 | 29 | 64 | 68 | 132 | 61 | 62 | 123 | 43 | 33 | 76 | 3 | 2 | 5 | 177 | 188 | 365 | |
| Western Pacific | 7 | 25 | 32 | 19 | 57 | 76 | 25 | 60 | 85 | 26 | 62 | 88 | 1 | 3 | 4 | 78 | 207 | 285 | |
| Total | 48 | 107 | 155 | 329 | 526 | 855 | 441 | 521 | 962 | 413 | 478 | 891 | 15 | 24 | 39 | 1 246 | 1 656 | 2 902 | |
| Percentage by bracket | 31.0 | 69.0 | 100.0 | 38.5 | 61.5 | 100.0 | 45.8 | 54.2 | 100.0 | 46.4 | 53.6 | 100.0 | 38.5 | 61.5 | 100.0 | 42.9 | 57.1 | 100.0 | |
| Percentage of total | | | 5.3 | | | 29.5 | | | 33.1 | | | 30.7 | | | 1.3 | | | | 100.0 |

M – male, F – female, T – total.

TABLE 8. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 30 SEPTEMBER 2008

Professional staff

| Grade | 20-29 years | | | 30-39 years | | | 40-49 years | | | 50-59 years | | | ≥60 years | | | Total | | |
|------------------------------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-----------|------|-------|-------|------|-------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Ungraded | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 4 | 9 | 3 | 12 | 5 | 1 | 6 | 16 | 6 | 22 |
| D2 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 3 | 10 | 28 | 9 | 37 | 6 | 0 | 6 | 41 | 12 | 53 |
| D1/P6 | 0 | 0 | 0 | 3 | 0 | 3 | 22 | 16 | 38 | 109 | 21 | 130 | 28 | 9 | 37 | 162 | 46 | 208 |
| P5 | 0 | 0 | 0 | 20 | 18 | 38 | 161 | 87 | 248 | 283 | 104 | 387 | 30 | 13 | 43 | 494 | 222 | 716 |
| P4 | 0 | 0 | 0 | 60 | 63 | 123 | 169 | 142 | 311 | 158 | 73 | 231 | 10 | 10 | 20 | 397 | 288 | 685 |
| P3 | 1 | 1 | 2 | 42 | 60 | 102 | 45 | 43 | 88 | 35 | 44 | 79 | 7 | 2 | 9 | 130 | 150 | 280 |
| P2 | 1 | 1 | 2 | 14 | 21 | 35 | 7 | 23 | 30 | 15 | 7 | 22 | 2 | 0 | 2 | 39 | 52 | 91 |
| P1 | 1 | 3 | 4 | 3 | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 6 | 10 |
| Total | 3 | 5 | 8 | 142 | 165 | 307 | 413 | 316 | 729 | 637 | 261 | 898 | 88 | 35 | 123 | 1 283 | 782 | 2 065 |
| Percentage by bracket | 37.5 | 62.5 | 100.0 | 46.3 | 53.7 | 100.0 | 56.7 | 43.3 | 100.0 | 70.9 | 29.1 | 100.0 | 71.5 | 28.5 | 100.0 | 62.1 | 37.9 | 100.0 |
| Percentage of total | | | 0.4 | | | 14.9 | | | 35.3 | | | 43.5 | | | 6.0 | | | 100.0 |

National professional officers

| Grade | 20-29 years | | | 30-39 years | | | 40-49 years | | | 50-59 years | | | ≥60 years | | | Total | | |
|------------------------------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-----------|------|-------|-------|------|-------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| A | 1 | 0 | 1 | 7 | 1 | 8 | 4 | 2 | 6 | 4 | 6 | 10 | 0 | 1 | 1 | 16 | 10 | 26 |
| B | 3 | 1 | 4 | 30 | 21 | 51 | 38 | 29 | 67 | 36 | 16 | 52 | 4 | 1 | 5 | 111 | 68 | 179 |
| C | 2 | 0 | 2 | 16 | 9 | 25 | 43 | 36 | 79 | 73 | 25 | 98 | 5 | 7 | 12 | 139 | 77 | 216 |
| D | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 4 | 4 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 5 | 7 |
| Total | 6 | 1 | 7 | 53 | 32 | 85 | 85 | 71 | 156 | 115 | 47 | 162 | 9 | 9 | 18 | 268 | 160 | 428 |
| Percentage by bracket | 85.7 | 14.3 | 100.0 | 62.4 | 37.6 | 100.0 | 54.5 | 45.5 | 100.0 | 71.0 | 29.0 | 100.0 | 50.0 | 50.0 | 100.0 | 62.6 | 37.4 | 100.0 |
| Percentage of total | | | 1.6 | | | 19.9 | | | 36.4 | | | 37.9 | | | 4.2 | | | 100.0 |

General service staff

| Grade | 20-29 years | | | 30-39 years | | | 40-49 years | | | 50-59 years | | | ≥60 years | | | Total | | | | | |
|------------------------------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-----------|------|-------|-------|-------|-------|-------|--|--|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | | | |
| G7 | 1 | 2 | 3 | 28 | 21 | 49 | 44 | 42 | 86 | 45 | 67 | 112 | 2 | 2 | 4 | 120 | 134 | 254 | | | |
| G6 | 14 | 9 | 23 | 69 | 88 | 157 | 58 | 122 | 180 | 46 | 127 | 173 | 1 | 4 | 5 | 188 | 350 | 538 | | | |
| G5 | 17 | 38 | 55 | 67 | 226 | 293 | 64 | 205 | 269 | 56 | 197 | 253 | 1 | 12 | 13 | 205 | 678 | 883 | | | |
| G4 | 6 | 48 | 54 | 36 | 164 | 200 | 46 | 117 | 163 | 46 | 74 | 120 | 2 | 6 | 8 | 136 | 409 | 545 | | | |
| G3 | 4 | 8 | 12 | 42 | 14 | 56 | 71 | 22 | 93 | 70 | 6 | 76 | 1 | 0 | 1 | 188 | 50 | 238 | | | |
| G2 | 2 | 1 | 3 | 61 | 0 | 61 | 119 | 1 | 120 | 113 | 1 | 114 | 7 | 0 | 7 | 302 | 3 | 305 | | | |
| G1 | 4 | 1 | 5 | 26 | 13 | 39 | 39 | 12 | 51 | 37 | 6 | 43 | 1 | 0 | 1 | 107 | 32 | 139 | | | |
| Total | 48 | 107 | 155 | 329 | 526 | 855 | 441 | 521 | 962 | 413 | 478 | 891 | 15 | 24 | 39 | 1 246 | 1 656 | 2 902 | | | |
| Percentage by bracket | 31.0 | 69.0 | 100.0 | 38.5 | 61.5 | 100.0 | 45.8 | 54.2 | 100.0 | 46.4 | 53.6 | 100.0 | 38.5 | 61.5 | 100.0 | 42.9 | 57.1 | 100.0 | | | |
| Percentage of total | | | | 5.3 | | | 29.5 | | | 33.1 | | | 30.7 | | | 1.3 | | | 100.0 | | |

M – male, F – female, T – total.

TABLE 9. STAFF BY LENGTH OF SERVICE AS AT 30 SEPTEMBER 2008

| Location | Under 5 years | | | | 5-9 years | | | | 10-14 years | | | | 15-19 years | | | | 20-24 years | | | | 25-29 years | | | | ≥30 years | | | | All | | | |
|------------------------------|---------------|-----|-------|-------|-----------|------|------|-------|-------------|-----|------|-------|-------------|-----|------|-------|-------------|-----|------|-------|-------------|-----|------|-------|-----------|-----|------|-------|-------|-----|-------|-------|
| | P | NPO | GS | T | P | NPO | GS | T | P | NPO | GS | T | P | NPO | GS | T | P | NPO | GS | T | P | NPO | GS | T | P | NPO | GS | T | P | NPO | GS | T |
| Headquarters | 516 | 23 | 388 | 927 | 280 | 0 | 151 | 431 | 98 | 0 | 53 | 151 | 88 | 0 | 67 | 155 | 51 | 0 | 65 | 116 | 22 | 0 | 47 | 69 | 3 | 0 | 19 | 22 | 1 058 | 23 | 790 | 1 871 |
| Africa | 151 | 114 | 523 | 788 | 112 | 73 | 78 | 263 | 32 | 40 | 71 | 143 | 27 | 5 | 50 | 82 | 10 | 1 | 50 | 61 | 7 | 0 | 49 | 56 | 4 | 0 | 21 | 25 | 343 | 233 | 842 | 1 418 |
| The Americas | 28 | 10 | 9 | 47 | 28 | 0 | 17 | 45 | 17 | 1 | 9 | 27 | 11 | 0 | 7 | 18 | 8 | 1 | 9 | 18 | 1 | 0 | 15 | 16 | 2 | 0 | 7 | 9 | 95 | 12 | 73 | 180 |
| South-East Asia | 62 | 20 | 94 | 176 | 35 | 7 | 64 | 106 | 23 | 3 | 43 | 69 | 4 | 0 | 65 | 69 | 5 | 2 | 34 | 41 | 1 | 3 | 19 | 23 | 0 | 0 | 9 | 9 | 130 | 35 | 328 | 493 |
| Europe | 93 | 20 | 139 | 252 | 25 | 36 | 37 | 98 | 13 | 0 | 13 | 26 | 9 | 0 | 9 | 18 | 3 | 0 | 6 | 9 | 3 | 0 | 12 | 15 | 0 | 0 | 2 | 2 | 146 | 56 | 218 | 420 |
| Eastern Mediterranean | 51 | 26 | 199 | 276 | 47 | 5 | 77 | 129 | 19 | 0 | 22 | 41 | 8 | 1 | 24 | 33 | 6 | 1 | 24 | 31 | 2 | 1 | 12 | 15 | 1 | 1 | 7 | 9 | 134 | 35 | 365 | 534 |
| Western Pacific | 78 | 26 | 116 | 220 | 46 | 0 | 54 | 100 | 18 | 1 | 39 | 58 | 7 | 1 | 20 | 28 | 4 | 2 | 32 | 38 | 4 | 4 | 23 | 31 | 2 | 0 | 2 | 4 | 159 | 34 | 286 | 479 |
| Total | 979 | 239 | 1 468 | 2 686 | 573 | 121 | 478 | 1 172 | 220 | 45 | 250 | 515 | 154 | 7 | 242 | 403 | 87 | 7 | 220 | 314 | 40 | 8 | 177 | 225 | 12 | 1 | 67 | 80 | 2 065 | 428 | 2 902 | 5 395 |
| Percentage by bracket | 36.4 | 8.9 | 54.7 | 100.0 | 48.9 | 10.3 | 40.8 | 100.0 | 42.7 | 8.7 | 48.5 | 100.0 | 38.2 | 1.7 | 60.0 | 100.0 | 27.7 | 2.2 | 70.1 | 100.0 | 17.8 | 3.6 | 78.7 | 100.0 | 15.0 | 1.3 | 83.8 | 100.0 | 38.3 | 7.9 | 53.8 | 100.0 |
| Percentage of total | | | | 49.8 | | | | 21.7 | | | | 9.5 | | | | 7.5 | | | | 5.8 | | | | 4.2 | | | | 1.5 | | | | 100.0 |

P – professional, NPO – national professional officer, GS – general service, T – total.

TABLE 10. APPOINTMENTS DURING YEAR 2008 (UP TO 30 SEPTEMBER 2008)

| Location | Category | Total staff at 30 September 2008 | New appointments | | | Conversion of temporary contracts | | | Interagency transfers | | | Total number of appointments | |
|-----------------------|----------|----------------------------------|------------------|------------------------|------------|-----------------------------------|------------------------|------------|-----------------------|------------------------|------------|------------------------------|------------|
| | | | No. of staff | % of total recruitment | % of women | No. of staff | % of total recruitment | % of women | No. of staff | % of total recruitment | % of women | No. of staff | % of women |
| Headquarters | P | 1 058 | 43 | 31.9 | 42.4 | 76 | 56.3 | 55.6 | 16 | 11.9 | 37.5 | 135 | 49.3 |
| | NPO | 23 | 30 | 90.9 | 23.3 | 3 | 9.1 | 0.0 | 0 | 0.0 | 0.0 | 33 | 21.2 |
| | GS | 790 | 121 | 72.5 | 71.4 | 46 | 27.5 | 81.1 | 0 | 0.0 | 0.0 | 167 | 74.1 |
| Africa | P | 343 | 6 | 42.9 | 75.0 | 8 | 57.1 | 21.4 | 0 | 0.0 | 0.0 | 14 | 44.4 |
| | NPO | 233 | 10 | 76.9 | 33.3 | 3 | 23.1 | 18.2 | 0 | 0.0 | 0.0 | 13 | 29.8 |
| | GS | 843 | 9 | 24.3 | 62.5 | 28 | 75.7 | 47.1 | 0 | 0.0 | 100.0 | 37 | 50.8 |
| The Americas | P | 95 | 4 | 80.0 | 50.0 | 1 | 20.0 | 100.0 | 0 | 0.0 | 0.0 | 5 | 60.0 |
| | NPO | 12 | 2 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 2 | 0.0 |
| | GS | 73 | 0 | 0.0 | 0.0 | 1 | 0.0 | 100.0 | 0 | 0.0 | 0.0 | 1 | 100.0 |
| South-East Asia | P | 130 | 1 | 33.3 | 28.6 | 2 | 66.7 | 0.0 | 0 | 0.0 | 0.0 | 3 | 9.5 |
| | NPO | 35 | 0 | 0.0 | 0.0 | 2 | 100.0 | 0.0 | 0 | 0.0 | 0.0 | 2 | 0.0 |
| | GS | 328 | 2 | 28.6 | 0.0 | 5 | 71.4 | 31.3 | 0 | 0.0 | 0.0 | 7 | 22.4 |
| Europe | P | 146 | 4 | 33.3 | 33.3 | 7 | 58.3 | 50.0 | 1 | 8.3 | 0.0 | 12 | 40.3 |
| | NPO | 56 | 1 | 16.7 | 25.0 | 5 | 83.3 | 66.7 | 0 | 0.0 | 0.0 | 6 | 59.8 |
| | GS | 218 | 3 | 12.0 | 100.0 | 21 | 84.0 | 40.0 | 1 | 4.0 | 0.0 | 25 | 45.6 |
| Eastern Mediterranean | P | 134 | 10 | 55.6 | 30.0 | 8 | 44.4 | 38.0 | 0 | 0.0 | 0.0 | 18 | 33.6 |
| | NPO | 35 | 1 | 33.3 | 100.0 | 2 | 66.7 | 0.0 | 0 | 0.0 | 0.0 | 3 | 33.3 |
| | GS | 365 | 12 | 54.5 | 75.0 | 10 | 45.5 | 47.5 | 0 | 0.0 | 0.0 | 22 | 62.5 |
| Western Pacific | P | 159 | 17 | 58.6 | 27.3 | 8 | 27.6 | 80.0 | 4 | 13.8 | 0.0 | 29 | 38.1 |
| | NPO | 34 | 8 | 88.9 | 50.0 | 1 | 11.1 | 0.0 | 0 | 0.0 | 0.0 | 9 | 44.4 |
| | GS | 285 | 3 | 15.8 | 60.0 | 14 | 73.7 | 50.0 | 2 | 10.5 | 0.0 | 19 | 46.3 |
| Total | P | 2065 | 85 | 39.2 | 14.3 | 110 | 50.8 | 25.3 | 21 | 9.7 | 2.8 | 217 | 42.4 |
| | NPO | 428 | 52 | 76.5 | 21.4 | 16 | 23.5 | 5.7 | 0 | 0.0 | 10.3 | 68 | 37.4 |
| | GS | 2902 | 150 | 54.0 | 34.8 | 125 | 45.0 | 24.6 | 3 | 1.1 | 0.0 | 278 | 59.5 |
| | All | 5 395 | 287 | 51.0 | 7.5 | 251 | 44.6 | 11.4 | 24 | 4.3 | 1.1 | 562.6 | 19.9 |

P – professional, NPO – national professional officer, GS – general service.

TABLE 11. STAFF RETIREMENT PROJECTIONS¹

| Location | Category | Total staff at 30 September 2008 | Staff due to retire | | | | | | | |
|-----------------------|----------|-------------------------------------|----------------------|-----|----------------------|------|----------------------|------|----------------------|------|
| | | | by 30 September 2009 | | by 30 September 2011 | | by 30 September 2013 | | by 30 September 2018 | |
| | | | No. | % | No. | % | No. | % | No. | % |
| Headquarters | P | 1 058 | 39 | 3.7 | 94 | 8.9 | 171 | 16.2 | 358 | 33.8 |
| | NPO | 23 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| | GS | 790 | 19 | 2.4 | 62 | 7.8 | 108 | 13.7 | 269 | 34.1 |
| Africa | P | 343 | 5 | 1.5 | 28 | 8.2 | 71 | 20.7 | 164 | 47.8 |
| | NPO | 233 | 3 | 1.3 | 17 | 7.3 | 32 | 13.7 | 85 | 36.5 |
| | GS | 843 | 21 | 2.5 | 55 | 6.5 | 108 | 12.8 | 248 | 29.4 |
| The Americas | P | 95 | 7 | 7.4 | 21 | 22.1 | 30 | 31.6 | 49 | 51.6 |
| | NPO | 12 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 8.3 |
| | GS | 73 | 3 | 4.1 | 11 | 15.1 | 20 | 27.4 | 37 | 50.7 |
| South-East Asia | P | 130 | 3 | 2.3 | 23 | 17.7 | 39 | 30.0 | 73 | 56.2 |
| | NPO | 35 | 0 | 0.0 | 3 | 8.6 | 6 | 17.1 | 15 | 42.9 |
| | GS | 328 | 6 | 1.8 | 26 | 7.9 | 49 | 14.9 | 118 | 36.0 |
| Europe | P | 146 | 3 | 2.1 | 7 | 4.8 | 18 | 12.3 | 41 | 21.1 |
| | NPO | 56 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 6 | 10.7 |
| | GS | 218 | 3 | 1.4 | 15 | 6.9 | 24 | 11.0 | 58 | 26.6 |
| Eastern Mediterranean | P | 134 | 4 | 3.0 | 20 | 14.9 | 28 | 20.9 | 68 | 50.7 |
| | NPO | 35 | 0 | 0.0 | 1 | 2.9 | 1 | 2.9 | 11 | 31.4 |
| | GS | 365 | 3 | 0.8 | 15 | 4.1 | 27 | 7.4 | 69 | 18.9 |
| Western Pacific | P | 159 | 7 | 4.4 | 20 | 12.6 | 32 | 20.1 | 66 | 41.5 |
| | NPO | 34 | 0 | 0.0 | 4 | 0.0 | 6 | 0.0 | 7 | 0.0 |
| | GS | 285 | 5 | 1.8 | 20 | 7.0 | 33 | 11.6 | 74 | 26.0 |
| Total | P | 2 065 | 68 | 3.3 | 213 | 10.3 | 389 | 18.8 | 819 | 39.7 |
| | NPO | 428 | 3 | 0.7 | 25 | 5.8 | 45 | 10.5 | 125 | 29.2 |
| | GS | 2 902 | 60 | 2.1 | 204 | 7.0 | 369 | 12.7 | 873 | 30.1 |
| | All | 5 395 | 131 | 2.4 | 444 | 8.2 | 803 | 14.9 | 1 817 | 33.7 |

¹ Figures are cumulative. For example, the total number of professional staff due to retire by 30 September 2011 (213) includes those scheduled to retire by 30 September 2009 (68).

P – professional, NPO – national professional officer, GS – general service.

**TABLE 12. DISTRIBUTION OF OCCUPIED PROFESSIONAL AND HIGHER CATEGORY POSTS
ACROSS MAIN OCCUPATIONAL GROUPS¹**

| I | Professional, managerial and technical work | % | | % | |
|----------|--|----------|-----------|--|------|
| 1.A. | Administrative specialists | 31.1 | 1.A. | Administrative specialists | |
| 1.B. | Architects, engineers | 1.4 | 1.A. | Administrative (general) | 3.7 |
| 1.C. | Archivists, curators, information specialists and librarians | 1.0 | 1.A.01. | Financial management specialists | 11.9 |
| 1.D. | Artists | 0.1 | 1.A.02. | Management and programme analysts | 10.2 |
| 1.E. | Economists | 1.9 | 1.A.03. | Building services administrators | 2.9 |
| 1.F. | Education specialists | 0.5 | 1.A.04. | Meetings services administrators | 0.8 |
| 1.G. | Jurists | 1.0 | 1.A.05. | Computer information systems specialists | 16.3 |
| 1.H. | Life scientists | 4.4 | 1.A.06. | Human resources management specialists | 9.1 |
| | | | 1.A.07. | Printing services specialists | 0.3 |
| | | | 1.A.08. | Public information specialists | 11.6 |
| | | | 1.A.09. | Purchasing and contracting specialists | 3.0 |
| | | | 1.A.10. | Representation and protocol specialists | 4.2 |
| | | | 1.A.11. | Technical cooperation administrators | 8.6 |
| | | | 1.A.12. | Administrative officers | 15.1 |
| | | | 1.A.21. | Auditors | 1.8 |
| | | | 1.A.22. | Hospital administrators | 0.2 |
| | | | 1.A.23. | Records and documents administrators | 0.7 |
| II | 1.I. Dental, nutrition, medical, nursing and veterinary specialists | 48.4 | 1.I. | Dental, nutrition, medical, nursing and veterinary specialists | |
| II | 1.J. Physical scientists | 0.3 | 1.I. | Medical specialists (general) | 1.1 |
| II | 1.K. Sales and marketing specialists | 0.2 | 1.I.01. | Dentists | 0.2 |
| II | 1.L. Social scientists | 2.7 | 1.I.02. | Dieticians and nutritionists | 1.5 |
| | 1.M. Statisticians and mathematicians | 1.2 | 1.I.03. | Medical specialists | 90.3 |
| | 1.N. Transportation specialists | 0.3 | 1.I.03. | Medical specialists | 13.6 |
| | 1.O. Writers, translators, interpreters | 2.8 | 1.I.03.a. | Anaesthesiologists | 0.1 |
| | 1.P. Professional, managerial and technical specialists for which no job family exists | 0.9 | 1.I.03.b. | Epidemiologists | 17.0 |
| | 1.R. Environmental specialists | 0.8 | 1.I.03.d. | General practitioners | 0.5 |
| | 1.S. Relief specialists | 0.9 | 1.I.03.e. | Haematologists and blood transfusion specialists | 0.7 |
| | 1.T. Electronic communications specialists | 0.1 | 1.I.03.f. | Neurologists | 0.1 |
| | | | 1.I.03.g. | Family health specialists | 4.9 |
| | | | 1.I.03.h. | Ophthalmologists | 0.6 |
| | | | 1.I.03.i. | Immunologists | 1.5 |
| | | | 1.I.03.k. | Noncommunicable disease specialists | 2.0 |
| | | | 1.I.03.l. | Geriatricians | 0.1 |
| | | | 1.I.03.m. | Mental health specialists | 1.4 |
| | | | 1.I.03.n. | Public health specialists | 39.4 |
| | | | 1.I.03.o. | Radiologists | 0.2 |
| | | | 1.I.03.q. | Traditional medicine specialists | 0.5 |
| | | | 1.I.03.s. | Communicable disease specialists | 16.3 |
| | | | 1.I.03.t. | Occupational health specialists | 0.9 |

¹ Occupied posts only; refers to the requirements of the job, not the skills of the incumbent.

Coding is according to the Common Classification of Occupational Groups, the occupational reference work of the United Nations system.